

# 2014 City of Springfield Benefit Package for SEIU Employees



## City Provided Benefits

<b>Medical (Required for employee)</b>	Choice of Pacific Source HIP or PPO (See Benefit Handbook for details) (See premium table below for employee share of premiums)			
<b>Health Reimbursement Account</b>	City pays into HRA for HIP (High deductible plan) enrollment only. <ul style="list-style-type: none"> <li>\$100 per month for single (\$1200 total annual)</li> <li>\$200 per month for Two Party and Family (\$2400 total annual)</li> </ul>			
<b>Dental (Required for employee)</b>	Oregon Dental Service (ODS) (Employee pays a portion of the premium)			
<b>Vision</b>	Part of Pacific Source Medical Plans			
<b>Basic Life Insurance (Standard Insurance Co)</b>	1 x Annual Salary up to \$100,000 maximum			
<b>AD/D Insurance (Standard Insurance Co)</b>	1 x Annual Salary up to \$100,000 maximum			
<b>Long Term Disability (Standard Insurance Co)</b>	60% Wage replacement coverage for full-time employees disabled for more than 90 days.			
<b>Retirement</b>	<ul style="list-style-type: none"> <li>Oregon Public Employee's Retirement System (OPERS)</li> <li>City pays "PERS Employee pick-up of 6%" of salary after 6 months</li> </ul>			
<b>Employee Assistance Program (DIRECTION)</b>	Confidential personal and mental health counseling for all members of the employee's household. <ul style="list-style-type: none"> <li>6 free visits per problem per calendar year</li> </ul>			
<b>FireMed</b>	FireMed membership to all SEIU employees.			
<b>Willamalane</b>	Willamalane Center membership to all employees.			
<b>Holidays</b>	Ten (10) regular scheduled holidays plus one (1) floating holiday (prorated for partial year)			
<b>Vacation</b>	<b>General Service</b>	Accrual Rate:		
	Years of Service	Bi-weekly	Monthly	Annual
	1 to 3	3.693	8.00	96.02
	4 to 8	4.308	9.33	112.01
	9 to 13	4.925	10.67	128.05
	14 to 18	5.848	12.67	152.05
	19 +	6.154	13.33	160.00
	<b>Exempt Employees</b>	Accrual Rate:		
	Years of Service	Bi-weekly	Monthly	Annual
	1 to 3	5.232	11.336	136.032
	4 to 8	5.847	12.669	152.022
	9 to 13	6.464	14.005	168.064
	14 to 18	7.387	16.005	192.062
	19 +	7.693	16.668	200.018
	<ul style="list-style-type: none"> <li>+ .310 hours bi-weekly or 8.06 annually for each year beyond 19</li> <li>Maximum Accrual 500 hours</li> <li>Maximum payout (after 6 months employment) 80 hours more than annual accrual</li> </ul>			

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<b>Sick Leave</b>	<ul style="list-style-type: none"> <li>• Accrue 3.693 hours per bi-weekly pay period, 96 hrs annually</li> <li>• Available month following accrual</li> <li>• Maximum accrual 960 hours</li> <li>• Maximum payout at retirement 480 hours</li> </ul>
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### Voluntary Benefits (Employee Paid)

<b>Sick Leave Reserve Program</b>	<p>A bank of sick leave available to employees who exhaust all forms of paid leave due to a serious illness.</p> <ul style="list-style-type: none"> <li>• Must donate one day of sick leave each year to participate in the program</li> <li>• Must re-enroll each year</li> <li>• Eligibility for leave determined by years of service and approval by Human Resources</li> </ul>
<b>Flexible Spending Account (FSA) (PacificSource Administrators)</b>	<p>A voluntary pre-tax payroll deduction for out of pocket medical and/or childcare expenses under IRC Section 125</p> <ul style="list-style-type: none"> <li>• Must be used within the plan year</li> <li>• Cannot change deduction mid-year (except for childcare)</li> </ul>
<b>Supplemental Life Insurance (Standard Insurance Co)</b>	<p>Term life insurance for employee, spouse and children</p> <ul style="list-style-type: none"> <li>• Cost increases with age</li> <li>• Guaranteed coverage if purchased within 30 days of hire</li> </ul>
<b>Accidental Death &amp; Dismemberment Insurance (Standard Insurance Co)</b>	<p>Employee only or family accidental death and dismemberment coverage</p> <ul style="list-style-type: none"> <li>• Up to \$300,000</li> <li>• Family coverage available</li> </ul>
<b>Short Term Disability Insurance (Sun Life Assurance Co.)</b>	<p>60% Gross wage replacement coverage for employees disabled for more than 15 days and a maximum of 90 days.</p>
<b>Deferred Compensation:</b> <ul style="list-style-type: none"> <li>• ING-Financial Planning</li> <li>• ICMA/RC</li> <li>• Oregon Saving Growth Plan</li> </ul>	<p>Retirement investment options under IRC Section 457 provided through:</p> <ul style="list-style-type: none"> <li>• Pretax deferral of wages</li> <li>• Employee manages the funds</li> <li>• No withdrawal until termination of employment</li> <li>• \$17,500 limit per year limit</li> <li>• Additional \$5,500 annual catch-up option if over age 50</li> </ul>

### Medical and Dental Rates

Total Medical/Dental Amount per Month	HIP	PPO
<b>Single</b>	\$ 620.80	\$ 745.94
<b>Two Party</b>	\$ 1,326.02	\$ 1,601.18
<b>Family</b>	\$ 1,837.18	\$ 2,212.24
<b>City Total Premium Share</b>		
<b>Single</b>	\$ 558.72	\$ 608.72
<b>Two Party</b>	\$ 1,193.42	\$ 1,293.42
<b>Family</b>	\$ 1,653.46	\$ 1,753.46
<b>Employee Total Premium Share</b>		
<b>Single</b>	\$ 62.08	\$ 137.22
<b>Two Party</b>	\$ 132.60	\$ 307.76
<b>Family</b>	\$ 183.72	\$ 458.78